

A New Way to Look at Mentoring

Old School Mentoring	Comprehensive and Effective Mentoring
Mentoring is somewhat disconnected from the overarching goals of school improvement. It is seen as a means to introduce new teachers to the school context.	Mentoring is a catalyst for school improvement through direct influence on teacher effectiveness, professional growth, and retention.
	The mentors' role is transformational and requires the mentor to be both responsive to and responsible for helping change the system as needed.
The mentor instinctively knows how to help a beginning teacher because he or she is an experienced teacher.	The mentor is a learner in a new role; therefore, the mentor is in charge of developing new strategies, new techniques, and new knowledge.
	Mentors are advocates for the academic success of all students and, therefore, support beginning teachers in their abilities to recognize and address issues of equity.
Mentor and beginning teacher spend time together talking about the challenges of work but rarely focus on improving practice.	The mentor and beginning teacher work cooperatively and intentionally to focus their work on effective teaching practices.
	Mentor actively supports and challenges the beginning teacher to improve his or her teaching practice.

	Mentoring includes observations, collaborative planning, co-teaching, review of data, and such, targeted at the improvement of instruction.
Mentor focuses meetings on a specific set of trainings without much discussion of the beginning teacher's specific needs.	Mentoring is dynamic and differentiated. It is based on the formative assessment of beginning teacher needs.
	Mentoring interactions are both formal and informal, occurring in and out of the classroom
Mentor and beginning teacher spend time together commiserating and coping with the stresses of teaching.	Mentor provides empathy and assistance to the beginning teacher coping with the stresses of teaching, while still actively engaging the teacher in finding solutions and focusing on the improvement of instruction.